

NEW CONSULTANT AND SAS DOCTOR LEADERSHIP PROGRAMME CASE STUDY



AT A GLANCE

- Smooth Trainee to Consultant transition is crucial for both the individual medical leaders and their organisation.
- Aimed at leaders early in their consultant career or at Specialty and Associate Specialist (SAS) level.
- Blended experience and interactive learning modules, supported by mentors and reflection, and closed with a presentation to trust leaders.



"I communicate better and I am better at speaking the language that managers understand as a result."

"It has allowed me to think about how to manage difficult interactions and how to engage important people in discussions which I need to have."

"Becoming a successful NHS Leader is a journey which begins with a strong foundation in Leadership principles and this course is the best opportunity to do it"

"Very useful for consultants new taking on leadership roles, and will help boost confidence & help them bring in positive changes"

Course delegates, 2022



"We have been delighted to offer such a unique and bespoke medical leadership programme for our Consultants that incorporated a real blended approach to its delivery. The impact and feedback following this programme along with the increased confidence in the leadership abilities of medical colleagues who participated, is a very proud moment indeed."

Dr Kate Wood Chief Medical Officer



Visit fmlm.ac.uk/applied

Email applied@fmlm.ac.uk to discuss leadership solutions

A bespoke leadership experience for NLaG trust, for staff to be effective in new roles, create common language and ambition, support wellbeing and develop leadership skills.

STRATEGIC AIMS AND GOALS

An East England acute trust commissioned FMLM Applied to design and deliver an integrated leadership programme to support and develop newly appointed and early years consultants in transition to their clinical leadership roles with five key objectives:

1. Enable doctors to take up their roles more effectively
2. Support doctors' wellbeing and resilience
3. Drive effective collaboration in delivering and improving patient services
4. Develop a common language among clinicians to complement their shared desires to develop and deliver high quality services
5. Help the trust, and the participants, identify those with leadership flair, and potential and interest for their future leadership role development

PROGRAMME PRINCIPALS

- Participants were already leaders, so centred on helping to identify their leadership style and challenges, and how the *FMLM Leadership and Management Standards for Medical Professionals* can underpin their leadership activities and ambitions.
- Designed and delivered in partnership with the trust using authentic challenges to enhance relevance and applicability of learning.
- Each participant had a local clinical mentor, to support within the clinical team and a senior leadership mentor, to help connect with the trust management, this providing the best of both perspectives.

The programme involved:

1. Seven modules delivered by FMLM Applied covering *leading self, leading an effective team, and working in an organisation*
2. Modules by the Trust for "management" skills, e.g. finance, planning.
3. Real-life project linked to their day-to-day clinical roles providing opportunity to apply theory, knowledge and learning in practice.
4. Reflection and self-development between modules.
5. Presentation of programme impact on their leadership development.

BENEFITS

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- Participants reported being more informed about leadership ideas.
Programme feedback showed confidence to lead had grown.
Overall delegates felt they were more effective at leading in their roles.
Growth in optimism about the delegates own career was widely stated.
The participants felt more capable contributing to the trusts' future.